Stephen Armen Joly

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WORK EXPERIENCE

Deloitte Canada   **Toronto, ON**
Senior Consultant   *January 2023 – Present*
- Spearheaded the design and implementation of a client's strategic workforce planning process during 4-month secondment by leading stakeholder workshops, developing process frameworks, co-creating MVP tools, building an implementation roadmap, and piloting the end-to-end approach with cross-functional teams to gather feedback and drive progress.
- Developed data-driven tools and models using Excel, Power Query, and Power Pivot to support a workforce readiness assessment for a multi-million-dollar capital project by evaluating sourcing strategies, prioritizing skill gaps, and assessing organizational health metrics through custom decision matrices and risk indicators.
- Standardized and automated the firm's job mapping methodology by building a GenAI-powered Python tool, achieving 99% efficiency gains and 90% accuracy, resulting in $17K project savings and projected $400K in annual impact.

Consultant   *September 2020 – December 2022*
- Supported the design and development of the client's refreshed performance management program by supporting discovery workshops, synthesizing interview insights, and developing core deliverables (e.g., stakeholder personas, visual process flows and a high-level implementation roadmap), taking ownership of outputs to drive quality.
- Automated manual workflows using Python and VBA to streamline data consolidation, reporting, and computation tasks—saving 165 project hours across initiatives—and developed scalable Excel-based resiliency and business impact assessment tools adopted by 60 business units.

HomeEquity Bank   **Toronto, ON**
Business Process Analyst   *May 2017 – August 2017*
- Designed and implemented a Quality Assurance program using Excel and VBA, improving data reporting capabilities and expediting task timelines by 15%, resulting in approximately 180 hours saved per quarter.
- Streamlined daily operational reporting by automating Excel-based reports and consolidating key metrics into a user-friendly dashboard, reducing task duration by 57% and saving over 25 hours per quarter.

LEADERSHIP EXPERIENCE

Vice Dean's Office, Faculty of Applied Science in Engineering   **Toronto, ON**
Lead Campus Experience Officer   *Sept 2019 – May 2020*
- Developed organizational structure for a team of 12 student leaders – synthesizing functional groups to support execution of mandate with respect to marketing, event planning, financial, and logistical operations.
- Produced a thorough year-end report using MS PowerPoint to provide executive sponsors on the Dean's Strategic Fund committee with an overview of the pilot program's successes and performance, including program strategy, financial outcomes, and user feedback.

Phi Gamma Delta   **Toronto, ON**
Chapter President   *March 2018 – March 2019*
- Led a chapter of 33 members to organize and execute over 50 events throughout the academic year, raising a total of $10,000+ in revenue for chapter functions and recording over 700 volunteer service hours.
- Met with a board of alumni advisors, the "Board of Chapter Advisors", bi-monthly to give a holistic opinion on the state of the chapter and to solicit advice and resources as needed.
- Liaised and collaborated regularly with a board of alumni advisors, the "Building Association", to keep key stakeholders informed and engaged in managing the $4M+ property, cultivating transparency and trust across teams.

EDUCATION

University of Toronto, Faculty of Applied Science and Engineering   **Toronto, ON**
Bachelor of Applied Science, Chemical Engineering   *Graduation Date: May 2020*
- Minor: Advanced Manufacturing Technology & Certificate: Engineering Business
- Organizations: Phi Gamma Delta, Your Next Career Network, ChemE Mentorship, UofT Engineering Outreach, Sustainable Engineering Association, UofT Armenian Student Association
- Capstone Project: 50,000 ton per year plant design for mass production of a styrene-butyl acrylate-acrylic acid latex product outlined in US Patent 5,847,030
- Awards: RE/MAX Entry Scholarship (2015), Troost ILead Leaders of Tomorrow Award (2020)

SKILLS & INTERESTS

Proficient in: MS Suite (Excel, PowerPoint, Outlook, Visio, Project), PowerQuery, M/Dax/VBA, Python (OpenAI), Tableau
Familiar with: React, TypeScript, Next.js, Linux (Ubuntu Server, NixOS, Debian), Proxmox VE, REST APIs, TensorFlow
Interests: Automation, Full-Stack Web Development, Travel, Photography, Mentorship, Cycling, Volleyball, Watch Making

For a complete list of projects I have been a part of, please visit stephenjoly.net/projects